



A G R E E M E N T

by and between

**The Roofing and Waterproofing Contractor Groups
of the
Building Trades Employer's Association of
Boston and Eastern Massachusetts, Inc.**

and the

**United Roofers, Waterproofers and
Allied Workers
Local Union No. 33**

August 1, 2010 - July 31, 2013



MEMORANDUM OF AGREEMENT

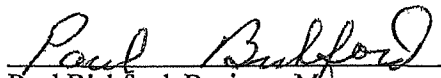
Roofers Local Union No. 33 ("Union") and the Boston Roofing Contractors Association, Inc. of the Building Trades Employers Association of Boston and Eastern Massachusetts, Inc., ("Association") have reached an agreement on the terms and conditions of their collective bargaining agreement, effective August 1, 2013 through July 31, 2016. The Union and the Association agree to the following wage and benefit rates for the term of the Agreement:

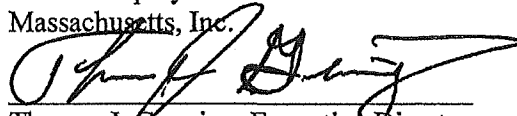
1. There shall be a \$5.40 increase over the three year contract, with the \$5.40 implemented in six \$.90 increments on August 1, 2013, February 1, 2014, August 1, 2014, February 1, 2015, August 1, 2015 and February 1, 2016.

2. The August 1, 2013 \$.90 per hour increase shall be allocated exclusively to wages, so that effective August 1, 2013 the wage and benefit package shall be as follows:

<u>Hourly Wage</u>	<u>Health & Welfare</u>	<u>Pension</u>	<u>Annuity</u>	<u>Industry/Apprentice</u>	<u>Labor Management</u>
\$38.31	\$10.50	\$6.75	\$3.95	\$.82	\$.25
Total:	\$60.58				

Roofers Local Union No. 33 Boston Roofing Contractors Association, Inc. of the Building Trades Employers Association of Boston and Eastern Massachusetts, Inc.


Paul Bickford, Business Manager


Thomas J. Gunning, Executive Director

Date: 8/1/13

Date: _____



UNITED UNION OF
ROOFERS, WATERPROOFERS
AND ALLIED WORKERS

ROOFERS & WATERPROOFERS LOCAL UNION No. 33

53 Evans Drive
P. O. Box 9106
Stoughton, Massachusetts 02072

Telephone (781) 341-9192
Fax (781) 341-9195



July 31, 2013

Re: INCREASE EFFECTIVE AUGUST 1, 2013

As per the agreement by and between Local Union No. 33 of the United Union of Roofers, Waterproofers and Allied Workers, and the Roofing & Waterproofing Contractor Groups of the Building Trades Employers' Association of Boston & Eastern Mass., Inc. it was mutually agreed that effective August 1, 2013 the Hourly rate will be increased to **\$38.31**, which reflects a Ninety Cents (\$.90) hourly increase.

<u>Effective</u>	<u>Hourly</u> <u>Wage</u>	<u>Health</u> <u>Welfare</u>	<u>Pension</u>	<u>Annuity</u>	<u>Industry/</u> <u>Apprentice</u>	<u>Labor/</u> <u>Management</u>	<u>Total</u>
08/01/13	38.31	10.50	6.75	3.95	.82	.25	\$60.58

Deductions from employees after taxes:

\$1.60 hr. - union assessment

\$3.00 hr. - vacation fund

*02/01/2014 - \$.90

*08/01/2014 - \$.90

*02/01/2015 - \$.90

*08/01/2015 - \$.90

*02/01/2016 - \$.90

<u>Apprentices</u>			
<u>Hours Worked</u>	<u>% of Journeymen Rate</u>	<u>Rate of Pay</u>	<u>Benefits</u>
1 - 2000	50%	\$19.15	50% Pension/Full Health & Welfare Benefits
2001 - 3000	60%	\$22.98	Full Benefits
3001 - 4000	65%	\$24.90	" "
4001 - 5000	75%	\$28.73	" "
5001 - 6000	85%	\$32.56	" "
over 6000	Full Rate		

Sincerely yours,

Paul Bickford
Business Manager

JURISDICTION AREA

The territorial jurisdiction of the Agreement shall include the following areas; County of Barnstable; all cities and towns, County of Bristol; all cities and towns, County of Dukes; all cities and towns, County of Essex; all cities and towns, County of Middlesex; all cities and towns, County of Nantucket; all cities and towns; County of Norfolk; all cities and towns, County of Plymouth; all cities and towns, County of Suffolk; all cities and towns, County of Worcester; all cities and towns.

ARTICLE V

WAGES

Section 2. The minimum rate of wages for a mechanic covered by this Agreement when employed in the shop or on a job within the jurisdiction of the Unions shall be as follows:

Effective	Hourly Wage	Health Welfare	Pension (NRIPP)	Annuity	Ind/ Appr**	Labor/ Mgmt.***	Total
8/01/10	\$34.56	9.70	5.85	3.75	.57	.25	\$54.68

deductions from employees after taxes:

\$1.60 hr. - union assessment

\$2.00 hr. - vacation fund

*2/01/12 - 1.00

*02/01/11 - .1.00 *8/01/12 - 1.00

*08/01/11 - .1.00 *2/01/13 - 1.00

*denotes: There shall be an increase to be decided by the membership where the monies shall be allocated.

Pension contribution for 50% apprentices shall be paid at 50% of the rate set forth in the agreement as of 8/1/97. Apprentices at the 50% rate will also have full Health & Welfare and Industry Promotion/Apprentice contributions, and assessment deductions shall be made. Full Annuity contributions and all other benefits and deductions shall apply for 60% apprentices and above.

PREMIUMS: } Slaters - \$.25 cents hr.

ARTICLE XI

WORKING CONDITIONS

Section 1. It is agreed that the ratio of apprentices to journeyperson roofers on each job will apply as follows: Five (5) journeypersons - one (1) apprentice; six (6) to ten (10) journeypersons two (2) apprentices; over ten (10) journeypersons - one (1) additional apprentice for each ten (10) additional or portion thereof, except graveling when the Employer shall establish the ratio and use necessary complement of mechanics and apprentices or as directed by the Employer and the business agent.

ARTICLE XVII

APPRENTICESHIP AND TRAINING

Section 3. Apprentices indentured after August 1, 1997 shall be paid by the following minimum rate of wages in accordance with the following schedule based on the rate paid journeymen:

<u>HOURS WORKED</u>	<u>% OF JOURNEYMAN RATE</u>
1 to 2000	50%
2001 to 3000	60%
3001 to 4000	65%
4001 to 5000	75%
5001 to 6000	85%
over 6000	Full Rate

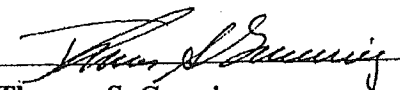
ARTICLE XXIV

DURATION

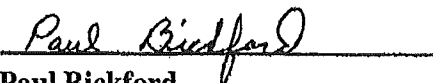
This Agreement will expire on July 31, 2013, but if neither party to this Agreement gives notice in writing to the other party on or before May 31, 2013, that it desires a change after July 31, 2013, then this Agreement will continue in effect until July 31, 2014. In the event there is a successor Agreement by the Union and the Boston Roofing Contractors Association Inc., that successor Agreement will remain in effect until the new date of expiration.

IN WITNESS AND TESTIMONY of the provisions and terms mutually agreed upon and specified herein, the duly authorized officers and/or representatives of both parties hereby affix their signature this First day of August 2010.

BOSTON ROOFING CONTRACTORS ASSOCIATION INC.


Thomas S. Gunning
Executive Director

LOCAL UNION NO. 33 OF THE UNITED UNION
OF ROOFERS AND WATERPROOFERS AND ALLIED WORKERS


Paul Bickford
Business Manager

APPENDIX A

JURISDICTION

Section 1. The International Union shall be composed of and have jurisdiction over all Local Unions, and their membership composed of skilled roofers and damp and waterproof workers, including apprentices, allied workers, other classifications of workers and any person performing the duties of all safety monitoring of work performed within the jurisdiction of this Article. The work jurisdiction of this International Union shall be all roofing and waterproofing systems or products whenever the primary function of such systems or products is to prevent the intrusion or migration of moisture. These systems or products shall include but not be limited to all those outlined in this Article.

Section 2. Steep roofers shall include in their work jurisdiction the following work processes and types of materials including but not limited to:

All slate where used for roofing of any size, shape or color, including flat or promenade slate, with necessary metal flashing to make water-tight.

All tile where used for roofing of any size, shape or color, and in any manner laid including flat or promenade tile, with necessary metal flashing to make water-tight.

All shingles where used for roofing of any size, shape or color, and in any manner, laid with necessary metal flashing to make water-tight.

All cementing in, on or around the said slate or tile roof.

All laying of felt, paper, membranes, ice and water shields, vapor barriers or similar underlayments on sloped roof structures.

All forms of composite insulations having nailable surfaces (e.g. plywood, pressboard, chipboard, drywall or other laminates) bonded to the insulation wherever such composite insulations are used as an integral thermal insulating of the roofing system.

All dressing, punching and cutting of all roof slate or tile.

All operation of slate cutting or punching machinery.

All substitute material taking the place of slate or tile, as asbestos slate or tile, cement or composition Spanish tile, composition or wood shingles, or shakes, metal shingles and tile, or other substitute materials used on steep roofs.

All removal of slate or tile roofing as defined above when a roof is to be reapplied in their place.

All solar or photovoltaic cell-type shingles used to transform solar energy to electrical energy.

All removal of roofing including but not limited to the materials defined above when a roof is to be replaced.

Section 3. Composition roofers shall include in their work jurisdiction the following work processes and types of materials including but not limited to:

All organic or inorganic felts and fabrics that comprise the reinforcing membrane of built-up roofing and waterproofing systems.

All waterproofing using bituminous products whether structures are above or below grade.

All forms of plastic, slate, slag, gravel or rock roofing, including all types of aggregates, blocks, bricks, stones or pavers used to ballast or protect built-up roofing systems or protect Inverted RoofMembrane Assembly (IRMA) roofs, or roofs of similar construction where the insulation is laid over the roof membrane.

All kinds of asphalt and composition roofing and waterproofing.

All base flashings, curb flashings, and corner flashings of bituminous composition used to roof or waterproof intersections of horizontal surfaces.

All components of composition roofing systems used to seal the roof, including but not limited to compression seals, termination bars, lath roof cement and reinforcements, caulking and sealants.

All kinds of coal tar pitch and coal tar bitumen roofing and waterproofing.

All cleaning, preparing, priming and sealing of roof decks and surfaces that receive roofing, damproofing and/or waterproofing.

All rock asphalt and composition roofing.

All epoxy materials used for roofing and waterproofing.

All rock asphalt mastic when used for damp and waterproofing.

All prepared paper roofing.

All laying of felt, paper, membrane, ice and water shields, vapor barriers or similar underlayments.

All mineral surfaced roofing, including 901b., and SIS, whether nailed, mopped with bitumen, or applied with mastic or adhesive.

All compressed paper, chemically prepared paper, and burlap when used for roofing or damp and waterproofing purposes, with or without coating.

All substrates used on the roof deck for fireproofing or any materials used as a nailing surface for the roofing system over the deck.

All damp resisting preparations when applied with a mop, brush, roller, swab, trowel, or spray system inside or outside of any structure.

All damp course, sheeting or coating on all foundation work.

All tarred floors.

All wood block floors that are set in and/or coated with bituminous products.

All waterproofing of shower pans and/or stalls.

All laying of tile, wood block or brick, when laid in pitch, tar, asphalt mastic, marmolite, or any form of bituminous products.

All lining and/or waterproofing of reservoirs, holding ponds, waste treatment structures, landfills, fountains, planter boxes and similar structures regardless of the material being used.

All forms of insulation used as part of or in connection with roofing, waterproofing or dampproofing, including but not limited to for thermal and/or acoustical purposes.

All forms of composite insulations having nailable surfaces (e.g. plywood, press board*rd, chipboard, drywall, or other laminates) bonded to the insulation wherever such composite insulations are used as an integral thermal insulating component of the roofing system.

All forms of protection boards, walkway pads and roof treads used in composition roofing or waterproofing to protect the membrane from damage.

All types of coatings, toppings and finishes used on the roof surfaces.

All components of "living roof" systems, including but not limited to membranes, insulations, filters, fleece, vegetation blankets, plantings and soils.

All solar photovoltaic cell-type structures that are used as substitutes for ballast or membrane protection.

All solar or photovoltaic cell-type membranes used to transform solar energy to electrical energy.

Section 4. Composition roofers shall also include in their work jurisdiction the following work processes and types of materials including but not limited to:

(1) All forms of electrometric and/or plastic (elasto-plastic) roofing systems, both sheet and liquid applied, whether single-ply or multi-ply. These shall include but not be limited to:

- a) PVC (polyvinyl chloride systems)
- b) Butyl Rubber
- c) EPDM (Ethylene propylene diene monomer)
- d) PIB (polyisobutylene)
- e) CPE (chlorinated polyethylene)
- f) CSPE (chlorosulfonated polyethylene)
- g) Modified bitumens
- h) Neoprene
- I) NBP (Nitrile Alloy)
- j) EIP (Ethylene Interpolymers)
- k) TPO (Thermoplastic Polyolefin's)

(2) All base flashings, curb flashings and counter flashings of elastoplastic composition as outlined in Section 4(1) used to roof or waterproof intersections of horizontal surfaces.

(3) All insulations applied with the above systems, whether laid dry, mechanically fastened, or attached with adhesives.

(4) All forms of composite insulations having nailable surfaces (e.g. plywood, pressboard, chipboard, drywall, and other laminates) bonded to the insulation wherever such composite insulations are used as an integral thermal insulating component of the roofing system.

(5) All types of aggregates, blocks, bricks or stones, pavers or units of photovoltaic cell construction used to ballast or protect these elastoplastic systems.

(6) All types of aggregates, blocks, bricks, stones, pavers or units of photovoltaic cell construction used to ballast or protect Inverted Roof Membrane Assembly (IRMA) roofs, or roofs of similar construction where the insulation is laid over the roof membrane.

(7) All sealing and caulking of seams and joints on these elasto-plastic systems to ensure watertightness.

(8) All liquid-type elasto-plastic preparations for roofing, damp or waterproofing when applied with a squeegee, trowel, roller or spray equipment, whether applied inside or outside of a building.

(9) All sheet-type elasto-plastic systems, whether single or multi-ply for waterproofing either inside or outside of any structure.

(10) All cleaning, preparing, priming and seaking of surfaces to be roofed, damp proofed or waterproofed, whether done by roller, mop, swab, three-knot brush, squeegee, spray systems or any other means of application.

- (11) All types of pre-formed panels used in waterproofing (Volclay, etc.).
- (12) All applications of protection board to prevent damage to the dampproofing or waterproofing membrane or other crafts or during backfilling operations.
- (13) All handling of roofing, damp and waterproofing materials.
- (14) All hoisting, and all storing of roofing, damp and waterproofing materials.
- (15) All types of spray-in-place foams such as urethane, polyurethane, or polyisocyanurate, the machinery and equipment used to apply them, and the coatings that are applied over them.
- (16) All types of resaturants, coatings, mastics and toppings when used for roof maintenance and repairs
- (17) All wrapping and/or coating of underground piping with bitumastic enamel or cold process, polykin tape, topcoat, or other asphaltic coatings or tapes and the preparation of surface by sandblasting or wire brushing.
- (18) All operation of jeeper or holiday detectors.
- (19) All materials laminated to roofing and/or insulation systems.
- (20) All substrates used on the roof deck for fireproofing or any materials used as a support or nailing surface for the roofing systems.

Section 5. All tear-off and/or removal of any type of roofing, all spudding, sweeping, vacuuming and/or cleanup of any and all areas of any type where a roof is to be re-laid, or any materials and operation of equipment such s kettles, pumps, tankers, and any heating devices that are used on roofing or waterproofing systems coming under the scope of jurisdiction as outlined in Article 11.

Section 6. All substitutions, improvements, changes, modifications and/or alternatives to the jurisdiction or materials set out in this or any other Article.

Section 7. All other materials, equipment and/or applications necessary or appropriate to complete, perform or apply the processes and/or materials in this Article.